



Manhattan Maintenance Company

FEDERAL SUPPLY SCHEDULE

GENERAL SERVICES ADMINISTRATION

Federal Supply Service Authorized Federal Supply Schedule PRICE LIST (INCLUDING TERMS & CONDITIONS)

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through *GSA Advantage!*, a menu-driven database system. The Internet address for *GSA Advantage!* is: <http://www.gsa.gov>.

Multiple Award Schedule Facilities Maintenance and Management Schedule (03FAC)

**FSS Class:
J035**

**Contract Number:
GS06F0039S**

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov.

**Base Contract Period:
March 1, 2011- February 28, 2015**

**Manhattan Maintenance Company
30 Sherwood Lane- Suite 1B
Fairfield, NJ 07004**

**Phone: 973.227.3320
Fax: 973.227.9978
Email: tjb@manhattanmaintenance.com**



Manhattan Maintenance Company

Website: www.manhattanmaintenance.com

Contractor's Administration Source:

TJ Barnes- Contract Administrator

Business Size: Total Small Business

November 29, 2010 – Initial Submission

***** Free Training on the GSA Schedules Program at fsstraining.gsa.gov *****



Manhattan Maintenance Company

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Multiple Award Schedule Facilities Maintenance and Management Schedule (03FAC)

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Manhattan Maintenance Company ("MMC") has had over two decades of success in the facilities industry because of its dedication to customer service. Superior customer service is the touchstone that has made Manhattan Maintenance a successful company for over 26 years. We firmly believe this is the key attribute that demarcates my firm beyond other vendors. Manhattan Maintenance Co. is a woman and minority owned firm with SBA *small business certification*. We currently provide facility maintenance, management & HVAC service over 12.3 million square feet of commercial, government and retail space throughout the entire northeast. Manhattan Maintenance Company's current customer portfolio includes The Army Corp of Engineers, GSA, ITT Industries, General Dynamics, Cushman & Wakefield, Mack-Cali, Cingular Wireless, BOC, Trammell Crow, Wachovia, PNC Bank and JEMB Realty. MMC's industry success is due to our account management model:

- A superior in the field supervisory team in multiple states that perform day and nighttime Quality Control Reports to constantly monitor our personnel
- A state of the art customer specific database that records and analyze Quality Control Reports- allowing our account management staff to proactively identify unsatisfactory trends and correct them before our client become unsatisfied
- Use MMC's proprietary Time Management Program (TMP) to monitor employee productivity while at client facilities. MMC's TMP system utilizes cutting edge computer technology to digitally record employee start and stop times for various tasks to assure all time spent at your facility is productive.
- *A Dedicated Account Management* Coordinator that develops a personal relationship with each one of our customers rather than voicemail and email- reversing the trend in today's business world



Information for Ordering Activities:

Customer Information

1.a Table of Awarded Special Item Numbers (SINs):

MMC has the experience, professional staff, and the corporate resources necessary to provide the following Special Item Numbers (SINs), either with its own in-house staff or through subcontract arrangements:

- **SIN 003-97 Ancillary Repair and Alteration**
- **SIN 371-001 Grounds Maintenance**
- **SIN 003-01 Smart Building Services**
- **SIN 003-100 Ancillary Supply Services**
- **SIN 811-002 Complete Facilities Maintenance**
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- **SIN 811-006 Facilities Maintenance and Management Consulting**
- **SIN 871-202 Energy Management Planning and Strategies**



Item Descriptions

SIN 003-97: Ancillary Repair and Alteration

In September 2008, the GSA added a new Special Item Number (SIN) for Ancillary Repair and Alteration to the Facilities Maintenance and Management (03FAC) Schedule. The addition of Ancillary Repair and Alteration now allows a comprehensive and flexible solution for Federal customers utilizing the 03FAC Schedule. Under SIN 003-97, MMC is able to offer a Total Solution to your facility maintenance and management requirements.

Any work performed under SIN 003-97 shall be associated with existing SINs that are a part of 03FAC. Ancillary Repair and Alteration shall not be the primary purpose of the work ordered, but must be an integral part of the total solution offered. Ancillary repair and alternation work under SIN 003-97 may only be ordered in conjunction with/or in support of other services purchased under 03FAC.

SIN 371-001: Grounds Maintenance

MMC understands the importance of first impressions. Our grounds maintenance crews use the most up-to-date equipment to ensure that Federal properties are a true reflection of what the Government has to offer. MMC provides complete grounds maintenance, including landscaping, parking lot sweeping, and snow & ice removal.

Services include, but are not limited to, the planning, development, maintenance, management, and operation for grounds maintenance at or on Federal facilities and/or properties. These related services involve mowing, planting, seeding, fertilizing, raking, mulching, watering, pruning, weeding, aerating, and all services related to grounds maintenance, including parking lot sweeping, and snow & ice removal. Individual tasks encompass the following related services:

- Maintain grounds.
- Edge grass and adjacent areas.
- Repair damaged areas.
- Establish a lawn care program.
- Maintain fences clear of vegetation.
- Maintain vegetation in clear area(s) to prescribed height and width.
- Trim or prune small trees, shrubs, hedges, and other plants to maintain the shape, health and beauty of the plant.



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- Maintain trees, shrubs, hedges, flowers, and planted areas.
- Prepare beds, plant flowers, fertilize, and maintain flowers to promote healthy plants.
- Plant and water shrubs to promote healthy plants.
- Remove debris from lawns, under shrubs/hedges, flowerbeds, and mulch beds adjacent to grassy area(s).
- Water and maintain all aspects of irrigation systems to provide watering to planted area(s).

All services used in the performance of work are environmentally friendly and meet current EPA standards and regulations. No products containing the chemical 2,4-D are used. MMC and/or its approved subcontractor(s) shall obtain all necessary clearances, permits and licenses.

SIN 811-002: Complete Facilities Maintenance

MMC typically provides these services utilizing a combination of in-house personnel and subcontracting. Services are related to the complete operations, maintenance and repair of military and government facilities.

These services include, but are not solely limited to, a combination of painting, pest control, grounds maintenance, landscaping, tree trimming, snow removal, elevator inspection and maintenance service, fire alarm maintenance and protection systems, locksmith services, collection and disposal of refuse, roofing repair, plumbing and pipefitting, electrical, including high / low voltage systems and utility service, Energy Management Control Services (EMCS), paving, telephone maintenance, janitorial / custodial, all mechanical, operations, maintenance and repair of building systems, heating / ventilation / heating / air conditioning (HVAC), and the rental of facilities maintenance equipment.

Also includes maintenance of facilities and systems to include instruments, carpentry, masonry, and refrigeration services; maintenance and repair of exterior electrical distribution system; operation and maintenance of HVAC; operation and maintenance of water distribution systems; maintenance of septic field and maintenance and repair of any surface areas; cemetery maintenance; energy planning; energy analysis; and energy audit services.

MMC can provide all of the related facilities maintenance services to include, but not be limited to the following:



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- a. Manage and supervise all facility management, mechanical maintenance, and cleaning staff.
- b. Provide interior cleaning, repair, maintenance, and other ancillary services.
- c. Provide snow blowing, shoveling, and removal services.
- d. Arrange for all necessary repairs and services, except for those that are covered by other Government contracts.
- e. Perform routine repairs to include plumbing, electrical and carpentry, as well as moving furniture as directed, and performing janitorial/custodial work.
- f. Perform all other related facilities maintenance services. Related tasks include keeping sidewalks clean and floors dry, moving furniture, replacing light bulbs, performing janitorial services, and assisting in deliveries of items such as computers, furniture, supplies, etc.
- g. Coordinate with outside vendors, especially under separate service contracts.
- h. Provide Building Management and Maintenance Services to include:
 - Respond to emergency repairs on a 24-hour per day, seven (7) days a week basis, providing no later than 30 minutes response time for emergencies related to plumbing problems, broken glass, and any other calls as may become necessary.
 - Maintain and operate all mechanical and electrical equipment not covered by separate Government contracts.
 - Remove broken glass, plaster, or other debris as may be required.
 - Paint bathrooms as needed.
 - Replace broken window or door glass.



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- Arrange for the daily removal from the premises of all garbage, recyclables, and other debris.
- Provide exterminating services as required.
- Provide snow blowing / shoveling services.
- Provide plumbing services as required.
- Provide heating and air conditioning maintenance and related services as required.
- Provide locksmith services.
- Provide green plant care services, including fertilizing, watering, weed control, tree and shrub pruning, and planting flowers inside and outside of the building.
- Move furniture, files, supplies, etc. during regular working hours as required.
- Clean exterior windows, both inside and out as may be required.
- Clean all carpeting according to manufacturer's specifications as needed or required.
- Install and remove electrical and telephone outlets and connections during working hours as may be required.
- Supply and replace light tubes and bulbs as needed during the workday.
- Provide any other building management and maintenance related services, as requested.

MMC will provide all incidental protection services for each of the facilities under contract.

SIN 811-003: Complete Facilities Management



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MMC provides those services to include management of facilities in support of SIN 811-002 and to assure fully adequate and timely completion of all services. Services include facilities management and consulting. Services entail management duties, including but not solely limited to, property and facilities management, planning, scheduling and quality control, including software support services, computer and/or facilities management systems, and upgrade.

The service will include adequate staffing of personnel and alternates as may be required, with the necessary management expertise to assure performance of the work in accordance with sound and efficient management practices. Providing much more than just facility management, MMC's capabilities include fire safety, elevator maintenance, electrical contracting, building alterations, light fixture relamping, pest control, bird removal, window washing, carpet cleaning, power washing, cubicle partition cleaning and more.

MMC has developed a work scheduling process supporting key phases of project work activity, which is used to schedule planned maintenance tasks and to generate a variety of internal reports. Under this approach, the assigned Project Manager and his staff are able to enhance project efficiency and productivity by monitoring budgets, expenditures and schedules.

MMC provides complete facilities management services for commercial and government communities. These services have included full building HVAC engineering management, custodial and related support, entomological, procurement, inventory management, water and waste treatment, repair and alterations, construction services, energy conservation programs, and administrative and financial management.

MMC also provides training and consulting services for a variety of clients. These services include vocational training, technical training, management development programs, and curriculum design services. We have performed in-house training and educational consulting services for employees involved in our federal, state and municipal government agencies in which we have contracts.

Because MMC offers such a broad range of facility management and maintenance services, we first take the time to assess individual customer needs and then develop a program to surpass the Government's expectations. We pride ourselves in the personal attention,



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service quality, and efficiency given to each client. We have mastered the ability to adapt to major daily challenges that may arise at a facility and can provide innovative solutions.

SIN 811-005: Refrigeration, Heating, Ventilation and Air Conditioner, Boiler and Chiller (HVAC) Maintenance

MMC offers those services related to providing heating and ventilation services. Services include facilities management and consulting, and will be management duties, including, but not limited to, property and facilities management, planning, scheduling, quality control software support services, and computer and/or facilities management systems. The service includes an adequate number of staff personnel and alternates, as may be required, with the necessary management expertise to assure performance of the work in accordance with sound and efficient management practices.

Such related services include, but are not limited to, any combination of providing plant equipment, materials, tools, transportation, supervision, and labor to perform all repairs, periodic preventative maintenance (PPM), and emergency service work calls to ensure continual operations of refrigeration, heating, ventilation, and air conditioner, boiler and chiller (HVAC) systems.

MMC will institute a series of comprehensive programs and procedures for all HVAC services including, but not limited to, those systems listed in the Equipment Inventory List. Our staff will be deployed in accordance with work schedules based on these programs and procedures, as well as all facility operating parameters. MMC's programs and procedures feature such typical elements as operation and maintenance frequencies, manpower, material and equipment requirements, performance standards, service call reception and response, work scheduling, periodic preventive maintenance (PPM), utility logs and related analysis.

MMC's mechanical maintenance staff will follow existing protocol for all tour and watch services. Our personnel will be deployed in accordance with work schedules based on these programs and procedures, as well as the specific operating parameters already in place at the facilities.

Tours and watches will be conducted throughout all equipment spaces focusing upon:



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- Inspection of critical operating HVAC equipment, systems and components for proper operation, maintenance and repairs as necessary;
- Inspection for fire causing situations (electrical arcing, debris accumulation, etc.);
- Water leaks;
- Control and instrumentation adjustments;
- Proper water and fuel levels;
- Lighting;
- Meter and gauge readings;
- Condition of insulation; and
- Condition of related system(s) components.

In conducting tour and watch duties, our staff will control all pertinent system and equipment operating parameters in a manner that will assure optimum efficiency relative to load demand and seasonal variations.

Equipment will be operated only as required and in the most economical manner consistent with tenant operational needs, or manufacturer's recommendations, availability and price of utilities, and/or other sound industry practices.

All equipment will be routinely checked in accordance with a predetermined schedule with constant updating of required frequencies. All equipment logs, schedules and records will be available at the premises for examination by Government representatives. All documents generated or obtained by MMC that pertain to the operation and maintenance of the equipment will become Government property.

MMC's preventive maintenance standards will be established based on applicable and established guidelines, recommendations of the original equipment manufacturers, and accepted industry practices. Reference information and PM standards data for the equipment at each building will be kept in close proximity to the equipment to support thorough performance of all preventive maintenance tasks.

We will develop and establish a comprehensive preventive maintenance schedule for all HVAC mechanical equipment, systems, and components at the facility. This PM schedule will be reviewed and validated, and any changes to the PM schedule will be submitted to the Government prior to contract commencement.

The Preventive Maintenance (PM) Program consists of a series of periodic tasks designed to assure the proper and efficient operation of all refrigeration, heating, ventilation, and air



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conditioning (HVAC) equipment, systems and components. These tasks include, but are not limited to, items such as:

- Lubrication
- Filter changes and replacement programs
- Filter cleaning
- Oil or fluid changes
- Cleaning of equipment
- Periodic inspection
- Seasonal control adjustments
- Operational tests & checks
- Belt adjustments
- Bolt, nut, and screw torquing checks
- Maintenance of fluid levels

The procedure and frequencies for performing the preventive maintenance tasks are based upon the following factors:

- Equipment operating hours and season;
- Physical configuration and nature of the facility;
- Facility operational requirements;
- Corporate engineering preventive maintenance standard guidelines;
- Maintenance instruction recommendations of equipment manufacturers; and
- Accepted manufacturers' and industry standards and practices.

SIN 871-202: Energy Management Planning and Strategies

A four-phase Comprehensive Energy Management Solution consisting of all four phases of an energy project and could pertain to a variety of projects that include, but are not limited to, renewable energy, sustainable energy, and energy efficient buildings certification programs, such as LEED:

- (1) **Consulting / Auditing / Energy Solutions:** This includes the strategic planning, energy assessments, feasibility, vulnerability and other detailed assessments, developing and executing of energy audits, audit plans, and energy management solutions.



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- (2) **Concept Development and Requirements Analysis:** This includes the analysis of the audit results and outlined requirements to design a detailed energy management project concept.
- (3) **Implementation and Change Management:** This includes the implementation and integration of more energy efficient practices and systems and training in using them effectively.
- (4) **Measurement and Verification:** This includes the performance assessment and measurement of the effectiveness and energy efficiency of the project, and can include long-term monitoring, verification of savings, and benchmarking.

MMC can develop a complete energy management and conservation program that will be an integral part of its facilities maintenance program. To this end, we take the proper steps to minimize energy consumption, maintain the facility in the most efficient manner possible, assume full advantage of any energy conservation programs offered by the local utility companies, and reduce the overall operating costs in general.

We can recommend to the Government, based on accepted engineering and operating practices, procedures and methods to operate, maintain or alter existing and new equipment or systems, and to limit or reduce energy consumption in the building. Our experience with our many other maintenance contracts, coupled with the additional expertise available to MMC, places us in the forefront of energy conservation technology.

1.b Lowest Priced Model and Price for Each SIN: (Government price based on a unit of one)

General Pricing Notes

- (1) Pricing is based on regional and/or local rates and will vary according to individual Statements of Work (SOW).
- (2) Wages and fringe benefits are based on current determinations issued by the U.S. Department of Labor and/or Collective Bargaining Agreements (CBA's) presently in effect.



- (3) Deeper discounts are offered for volume purchasing and/or Blanket Purchase Agreements (BPA's).
- (4) The above notes pertain to all work performed within the Continental United States (CONUS) and Worldwide.
- (5) Direct costs and staffing levels will be negotiated on an individual contract basis; reflecting the scope of work and the contract's geographic location.

Refer to Attachment A for MMC's Pricing Schedule.

1.c Commercial Job Descriptions: Refer to Attachment B.

2. Maximum Order*: \$5,000,000

*If the "Best Value" selection places your order over the Maximum Order identified in this Price List, you have an opportunity to obtain a better schedule contract price.

Before placing your order, contact MMC for a better price.

MMC may:

- (1) Offer a new price for this requirement;
- (2) Offer the lowest price available under the contract; or
- (3) Decline the order.

A delivery order that exceeds the maximum order may be placed under the Schedule contract in accordance with FAR 8.404.

3. Minimum Order: \$500.00

- 4. Geographic Coverage:** 48 Continuous States and Washington, DC, Puerto Rico, Virgin Islands, Guam, and all other U.S. Territories. Overseas and foreign locations / destinations will be considered on a case-by-case basis determined by the type of service(s) required.

5. Points of Production: Same as Contractor

6. Basic Discount: 1.0%

7. Quantity Discounts: Volume discounts, along with multi-year discounts, are offered as follows:

<u>Contract Value</u>	<u>Discount</u>
\$0 - \$249,999	0.30%
\$250,000 - \$499,999	0.35%



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\$500,000 - \$999,999	0.40%
\$1,000,000 +	1.00%

Discounts are also offered under Blanket Purchase Agreements (BPA's):

<u>Contract Value</u>	<u>Discount</u>
\$0 - \$249,999	0.30%
\$250,000 - \$499,999	0.35%
\$500,000 - \$999,999	0.40%
\$1,000,000 +	1.00%

- 8. Prompt Payment Terms:** 0.50% Net 15, Net 30 Days
- 9a. Government Purchase Card Accepted At or Below the Micro-Purchase Level:**
Yes
- 9b. Government Purchase Card Accepted Above the Micro-Purchase Level:** Yes (an additional 3% processing fee will be applied to all orders)
- 10. Foreign Items:** None
- 11a. Time of Delivery After Receipt of Order (ARO):**
Normal: 30-45 days ARO
Emergency: Contact MMC
- 11.b Expedited:** Contact MMC
- 11.c Overnight and 2-Day Delivery:** Contact MMC
- 11.d Urgent Requirement:** Clause I-FSS-140-B applies.
Agencies can contact MMC's representative to possibly affect a faster delivery.
- 12. FOB Point:** Destination
- 13a. Ordering Address:**
Manhattan Maintenance Company
30 Sherwood Lane- Suite 1B
Fairfield, NJ 07004
Attention: Mr. TJ Barnes- Vice President
- 13.b Ordering Procedures:** Refer to Federal Acquisition Regulation (FAR) 8.405-3 for information on Blanket Purchasing Agreements (BPA's) for supplies and services.
- 14. Payment Address:**

Manhattan Maintenance Company
30 Sherwood Lane- Suite 1B
Fairfield, NJ 07004



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- 15. **Warranty Provision:** Standard Commercial Warranty
- 16. **Export Packing Charges:** Not Applicable
- 17. **Terms and Conditions of Government Purchase Card Acceptance:** Any thresholds above the micro-purchase level
- 18. **Terms and Conditions of Rental, Maintenance, and Repair:** Not Applicable
- 19. **Terms and Conditions of Installation:** Not Applicable
- 20. **Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and Discounts from List Prices:** Not Applicable
- 20a. **Terms and Conditions for Any Other Services:** Not Applicable
- 21. **List of Service and Distribution Points:** Not Applicable
- 22. **List of Participating Dealers:** Not Applicable
- 23. **Preventive Maintenance:** Not Applicable
- 24a. **Special Environmental Attributes (Recycled Content, Energy Efficiency, and/or Reduced Pollutants):**

MMC adheres to the tenets of Executive Order 12873, entitled *Federal Acquisition, Recycling and Waste Prevention*. We understand and are fully aware that Section 401 in particular requires the use of environmentally friendly products in Federal acquisition planning and for all procurement.

MMC also follows the *GSA Product Catalog*, which contains detailed information that Government contractors can use to select environmentally preferable products. These environmentally friendly products are formulated to be readily biodegradable, often have low toxicity, and contain no phenolic compounds or petroleum solvents.

MMC also implements a chemical management program in accordance with the requirements of the *OSHA Hazard Communication Standard*. The purpose of the



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Hazard Communication Program is to protect our workers and building occupants from any hazardous chemicals to which they may be exposed. Our written program requires MMC to inform its workers of the presence of hazardous chemicals and trains them to handle such materials safely.

It is corporate policy to purchase quality products that have a high level of recycled content. Such recycled products are used daily in our maintenance operations. Vendors and subcontractors are notified of MMC's "Buy Recycled" policy as a part of the purchasing decision.

24.b Electronic and Information Technology (EIT): Not Applicable

25. Data Universal Numbering System (D-U-N-S) Number: 963741020

26. Notification Regarding Registration in Central Contractor Registration (CCR) Database:

Yes - ORCA registered, updated annually on-line.

Attachment A:

Manhattan Maintenance Company

Pricing Schedule

for

Multiple Award Schedule (MAS)

Facilities Maintenance and

Management Schedule

(03FAC)

December 14, 2010 – Initial Submission

General Notes about MMC's Pricing Schedule:

- These notes are applicable to each of the job classifications for the following SINS
- Price actually quoted will be based on U.S. Department of Labor Wage Determinations and/or Collective Bargaining Agreements for the location of work performed
- Prices for each period are adjusted by approximately 3.5% per annum and compounded
- Deeper discounts are offered for prompt payment, volume purchases, and/or Blanket Purchase Agreements
- The US government is MMC's most favored customer and is being offered discounts not offered to any existing or future MMC customer.



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Ancillary Repair and Alteration						
Job Classification (Construction)	Job Title	<u>2011 with IFF Fee (.075%)</u>	<u>2012 with IFF Fee</u>	<u>2013 with IFF Fee</u>	<u>2014 with Iff Fee</u>	<u>2015 with IF Fee</u>
Non-Union	Brick Layer	\$ 89.68	92.82	96.07	99.43	102.91
Non-Union	Terrazzo Finisher	\$ 78.17	80.90	83.73	86.66	89.70
Non-Union	Tile Finisher	\$ 75.69	78.34	81.08	83.92	86.86
Non-Union	Carpenter	\$ 101.97	105.54	109.23	113.05	117.01
Non-Union	Millwright	\$ 117.60	121.72	125.98	130.39	134.95
Non-Union	Electrician	\$ 108.19	111.98	115.89	119.95	124.15
Non-Union	Heavy Equipment Operator	\$ 65.94	68.25	70.64	73.11	75.67
Non-Union	Lineman & Cable Splicer	\$ 76.61	79.29	82.06	84.94	87.91
Non-Union	Tree Trimmer	\$ 42.62	44.11	45.65	47.25	48.90
Non-Union	Cranes, Hydraulic Forklifts	\$ 113.26	117.23	121.33	125.58	129.97
Non-Union	Power Equipment Operator (Group 5)	\$ 109.54	113.38	117.34	121.45	125.70
Non-Union	Iron Worker - Structural	\$ 109.67	113.51	117.48	121.59	125.85
Non-Union	Iron Worker - Metallic	\$ 103.76	107.39	111.15	115.04	119.06
Non-Union	Iron Worker - Stone Derrickman	\$ 101.76	105.32	109.01	112.82	116.77
Non-Union	Laborer - Building Construction	\$ 60.48	62.60	64.79	67.06	69.40
Non-Union	Laborer - Hydraulic Operator	\$ 63.07	65.28	67.56	69.93	72.37



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Non-Union	Laborer - Concrete Breaker	\$	56.71	58.69	60.75	62.87	65.07
Non-Union	Laborer - Hazardous Remediation	\$	56.85	58.84	60.90	63.03	65.24
Non-Union	Laborer - Demolition (A)	\$	63.73	65.96	68.27	70.66	73.13
Non-Union	Laborer - Demolition (B)	\$	42.94	44.44	46.00	47.61	49.27
Non-Union	Laborer - Residential Construction	\$	84.85	87.82	90.89	94.07	97.37
Non-Union	Utility Laborer - Residential Construction	\$	84.66	87.62	90.69	93.86	97.15
Non-Union	Glazer Painters, Drywall	\$	91.61	94.82	98.14	101.57	105.13
Non-Union	Painters, Drywall Tapers / Pointers	\$	80.26	83.07	85.98	88.99	92.11
Non-Union	Plasterer, Drywall	\$	70.23	72.69	75.23	77.87	80.59
Non-Union	Cement Mason / Concrete Finisher	\$	95.55	98.90	102.36	105.94	109.65
Non-Union	Plumber	\$	108.91	112.72	116.67	120.75	124.98
Non-Union	Roofer	\$	86.04	89.05	92.16	95.39	98.73
Non-Union	Sheet Metal Worker	\$	108.67	112.47	116.41	120.48	124.70

SIN 371-001



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Grounds Maintenance	Job Title	<u>2011 with IFF Fee (.075%)</u>	<u>2012 with IFF Fee</u>	<u>2013 with IFF Fee</u>	<u>2014 with Iff Fee</u>	<u>2015 with IF Fee</u>
23470	Laborer	\$ 16.07	\$ 16.63	\$ 17.21	\$ 17.82	\$ 18.44
11090	Gardener	\$ 18.88	\$ 19.54	\$ 20.23	\$ 20.93	\$ 21.67
11210	Laborer/Grounds Maintenance	\$ 16.01	\$ 16.57	\$ 17.15	\$ 17.75	\$ 18.37
11260	Pruner	\$ 14.86	\$ 15.38	\$ 15.92	\$ 16.48	\$ 17.05
11270	Tractor Operator	\$ 18.16	\$ 18.79	\$ 19.45	\$ 20.13	\$ 20.83
23910	Small Engine Mechanic	\$ 17.93	\$ 18.56	\$ 19.21	\$ 19.88	\$ 20.58
31361	Truck Driver-Light Truck	\$ 17.93	\$ 18.56	\$ 19.21	\$ 19.88	\$ 20.58
31362	Truck Driver-Medium Truck	\$ 19.01	\$ 19.68	\$ 20.37	\$ 21.08	\$ 21.82
31363	Truck Driver-Heavy Truck	\$ 24.70	\$ 25.57	\$ 26.46	\$ 27.39	\$ 28.35
99730	Refuse Collector	\$ 18.50	\$ 19.15	\$ 19.82	\$ 20.51	\$ 21.23
11030	Cleaner – Vehicles	\$ 15.03	\$ 15.56	\$ 16.10	\$ 16.67	\$ 17.25
99410	Pest Controller	\$ 18.89	\$ 19.55	\$ 20.24	\$ 20.94	\$ 21.68



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All Other SINS	Job Title	<u>2011 with IFF Fee (.075%)</u>	<u>2012 with IFF Fee</u>	<u>2013 with IFF Fee</u>	<u>2014 with Iff Fee</u>	<u>2015 with IF Fee</u>
Non-Union	On-Site Operations / Project Manger	\$ 104.42	108.07	111.85	115.77	119.82
Non-Union	Contracts Manager	\$ 97.35	100.76	104.28	107.93	111.71
Non-Union	Facilities Site Project Manager	\$ 91.85	95.07	98.40	101.84	105.41
Union	Site Supervisor/Chief Engineer	\$ 85.57	88.57	91.67	94.88	98.20
Union	Electrician Maintenance	\$ 83.22	86.13	89.15	92.27	95.50
Union	Journeyman Mechanic	\$ 87.14	90.19	93.35	96.62	100.00
Union	Shift/Watch Engineer	\$ 87.14	90.19	93.35	96.62	100.00
Union	HVAC Mechanic	\$ 81.65	84.51	87.46	90.53	93.69
Union	Maintenance Mechanic	\$ 74.58	77.19	79.90	82.69	85.59
Union	General Maintenance Worker	\$ 74.58	77.19	79.90	82.69	85.59
Union	Maintenance Trades Helper	\$ 68.30	70.69	73.17	75.73	78.38
Union	Secretary-III	\$ 44.75	46.32	47.94	49.61	51.35
Union	General Clerk-II	\$ 41.61	43.07	44.57	46.13	47.75
Non-Union	Supervisor/Chief Engineer	\$ 80.08	82.88	85.78	88.78	91.89
Non-Union	Human Resources Manager	\$ 68.30	70.69	73.17	75.73	78.38
Non-Union	Planner/Scheduler	\$ 52.60	54.44	56.35	58.32	60.36
Non-Union	Planner/Estimator	\$ 57.31	59.32	61.39	63.54	65.77
23160	Electrician Maintenance	\$ 66.73	69.07	71.49	73.99	76.58
23181	Electronics Technician Maintenance-I	\$ 43.48	45.00	46.57	48.20	49.89



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23182	Electronics Technician Maintenance-II	\$	51.30	53.09	54.95	56.87	58.86
23183	Electronics Technician Maintenance-III	\$	54.39	56.29	58.26	60.30	62.41
23290	Fire Alarm System Mechanic	\$	39.52	40.90	42.34	43.82	45.35
23530	Machinery Maintenance Mechanic	\$	43.10	44.61	46.17	47.79	49.46
23550	Machinist Maintenance	\$	38.17	39.51	40.89	42.32	43.80
23410	HVAC Mechanic	\$	50.92	52.70	54.55	56.46	58.43
25010	Boiler Tender Operator	\$	51.08	52.87	54.72	56.63	58.61
25040	Sewage Plant Operator	\$	47.91	49.58	51.32	53.11	54.97
25070	Stationary Engineer	\$	51.08	52.87	54.72	56.63	58.61
25190	Ventilation Equipment Tender	\$	42.72	44.22	45.77	47.37	49.03
25210	Water Treatment Plant Operator	\$	47.91	49.58	51.32	53.11	54.97
23430	Heavy Equipment Mechanic	\$	46.48	48.10	49.79	51.53	53.33
23460	Instrument Mechanic	\$	53.95	55.84	57.79	59.82	61.91
23370	General Maintenance Worker	\$	44.23	45.78	47.38	49.04	50.76
23110	Appliance Mechanic	\$	39.07	40.43	41.85	43.31	44.83
23130	Carpenter Maintenance	\$	46.93	48.57	50.28	52.03	53.86
23140	Carpet Layer	\$	49.43	51.16	52.95	54.80	56.72
23470	Laborer	\$	30.54	31.61	32.71	33.86	35.05
23580	Maintenance Trades Helper	\$	32.03	33.15	34.31	35.51	36.76
23640	Millwright	\$	54.52	56.42	58.40	60.44	62.56



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23760	Painter Maintenance	\$	45.49	47.08	48.73	50.43	52.20
23790	Pipefitter Mechanic	\$	57.12	59.12	61.19	63.33	65.55
23800	Plumber Maintenance	\$	57.20	59.20	61.28	63.42	65.64
23820	Pneudraulic System Mechanic	\$	48.28	49.97	51.72	53.53	55.41
23890	Sheet Metal Worker Maintenance	\$	53.46	55.34	57.27	59.28	61.35
23910	Small Engine Mechanic	\$	35.80	37.05	38.35	39.69	41.08
23930	Telecommunication Mechanic-I	\$	54.03	55.92	57.88	59.90	62.00
23182	Telecommunication Mechanic-II	\$	56.06	58.02	60.05	62.15	64.32
23960	Welder Combination Maintenance	\$	41.64	43.10	44.61	46.17	47.78
23970	Woodcraft Worker	\$	46.15	47.76	49.43	51.16	52.96
30040	Civil Engineering Technician	\$	45.08	46.66	48.29	49.98	51.73
29064	Drafter - IV	\$	52.91	54.77	56.68	58.67	60.72
30086	Engineering Technician - VI	\$	77.83	80.56	83.38	86.30	89.32
23510	Locksmith	\$	38.00	39.33	40.70	42.13	43.60
1013	Accounting Clerk - III	\$	39.87	41.26	42.71	44.20	45.75
1132	General Clerk - III	\$	35.05	36.27	37.54	38.86	40.22
1192	Order Clerk - II	\$	39.52	40.90	42.34	43.82	45.35
1263	Personnel Assistant - III	\$	42.65	44.14	45.68	47.28	48.94
1300	Scheduler Maintenance	\$	39.36	40.74	42.17	43.64	45.17
1320	Service Order Dispatcher	\$	37.68	39.00	40.37	41.78	43.24
1312	Secretary - II	\$	44.47	46.02	47.63	49.30	51.03
1613	Word Processor - III	\$	40.24	41.65	43.11	44.62	46.18



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1112	General Clerk – II					
		\$	32.96	34.11	35.31	36.54
1280	Receptionist	\$	30.10	31.15	32.24	33.37
21410	Store Worker - I	\$	29.14	30.16	31.22	32.31
11030	Cleaner Vehicles	\$	28.92	29.93	30.98	32.07
11090	Gardener	\$	34.92	36.14	37.41	38.72
Non-Union	Janitorial Manager / Supervisor					
		\$	49.46	51.19	52.98	54.84
11150	Janitor	\$	30.15	31.20	32.29	33.42
99730	Refuse Collector	\$	34.32	35.53	36.77	38.06
11360	Window Cleaner	\$	32.11	33.23	34.40	35.60
21050	Material Handling Laborer					
		\$	31.26	32.36	33.49	34.66
21020	Forklift Operator					
		\$	32.13	33.25	34.41	35.62
21110	Shipping Packer	\$	29.49	30.52	31.59	32.69
21210	Tools & Parts Attendant	\$	32.13	33.25	34.41	35.62
31361	Truck Driver-Light Truck	\$	33.44	34.62	35.83	37.08
31362	Truck Driver-Medium Truck	\$	35.12	36.35	37.63	38.94
31363	Truck Driver-Heavy Truck	\$	44.00	45.54	47.13	48.78
11060	Elevator Mechanic	\$	28.92	29.93	30.98	32.07
						33.19